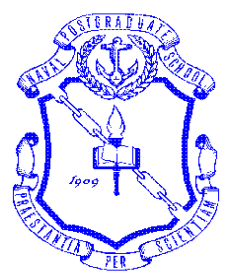




# MANPOWER SYSTEMS ANALYSIS PROGRAM

***Naval Postgraduate School***  
***Graduate School of Business and  
Public Policy***

***February 2002***



# Manpower Systems Analysis: Mission

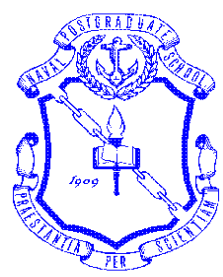
**To educate officers in the  
design, analysis, and  
management of MPT systems**

**To conduct research that  
supports Navy's M&P  
Strategy**

# MPT System

“Spaces”

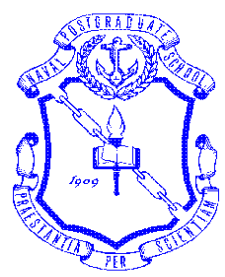




# Education

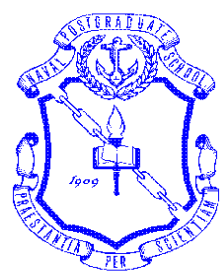


- **Resident Graduate Education**
  - Manpower Systems Analysis (MSA)
  - Information Sciences
  - Operations Research
- **Manpower Short Courses**
  - MPT Tutorial Series
- **Non-Resident Graduate Education**
  - LEAD Program at USNA
- **Senior Executive Seminars**
- **JPME Phase I**



# Develop Life Cycle Education for New HR Community

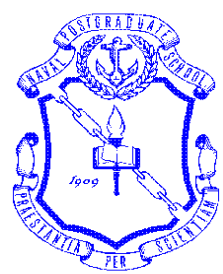
- **Vision is for NPS to be Center of Excellence for educational continuum for HR officers**
  - **M.S. or MBA in Manpower Systems Analysis**
  - **Short course on Navy MPT system**
  - **Seminars for proven HR specialists**
  - **Provide HRM Certificate**
  - **JPME Phase I**



# Manpower Research Capability



- **25+ NPS Faculty Conducting MPT Research in various schools/departments**
  - Graduate School of Business and Public Policy
  - Information Sciences
  - Operations Research
  - Defense Resources Management Institute
  - Research Institutes
  - Research Centers



# Faculty Expertise



**Cost-Benefit Analysis      Manpower Modeling**

**Cost Analysis      Manpower Requirements**

**Decision Support Systems      Organization  
Behavior**

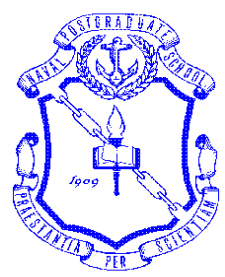
**Force Structure      Optimization**

**Personnel Training      Simulation**

**Leadership Development      Policy Analysis**

**Enlistment Supply      Retention Analysis**

**Manpower Economics**



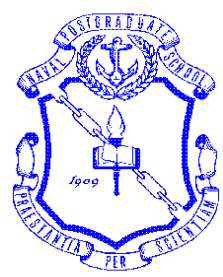
# Research at NPS Supporting CNO's "War For Talent"



- **Research focus on supply-related topics:**
  - **Recruiting**
  - **Attrition**
  - **Reenlistment**
  - **Officer Retention**
  - **Distribution**







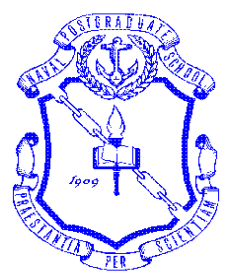
# Recruiting Projects



# Project

**Sponsor**

- **Recruiting Station Location** *Navy*
- **Online Recruiting Station** *Navy/OSD*
- **Recruiter Productivity** *Navy*
- **Recruiter Intel Agent Modeling** *Navy*
- **Recruiter Incentive Programs** *Army*
- **Enlistment Supply at Local Level** *OSD*



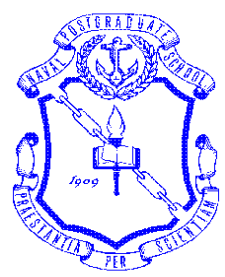
# Attrition Projects



## Project

## Sponsor

- **Analysis of DEP attrition *Navy***
- **Success of GED Recruits *Navy***
- **Decomposition Analysis  
of First-term Attrition  
*Navy***



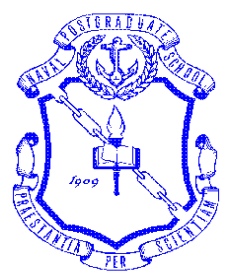
# Enlisted Retention Projects



## Project

## Sponsor

- **Web-based Exit Survey** *USMC*
- **Navy Enlisted Compensation and Retention Models** *Navy*
- **Analysis of Lump-Sum SRB Payments** *USMC*

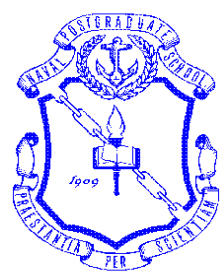


# Officer Projects



## Project      Sponsor

- **Analysis of Commissioning Source and Officer Retention and Performance**      ***OSD***
- **SWO Officer Retention** ***Navy***
- **College Background and Officer Performance**      ***/Retention***  
***Navy***



# Distribution Projects



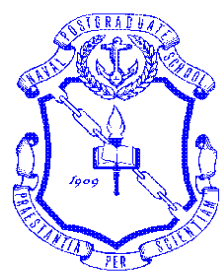
## Project

## Sponsor

- **A Re-design of Navy's Enlisted Personnel Distribution Center**
- **Command and Sailor Preferences In a Two-Sided Matching Distribution Process**

***Navy***

***Navy***



# Other Projects



## Project

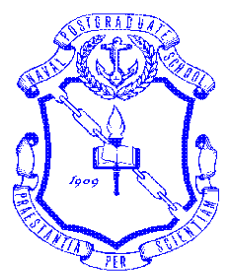
## Sponsor

- **Evaluation of JROTC**
- **Cost-Benefit Analysis of Drug Testing Program**
- **Review of the Disability Evaluation the Temporary Limited Duty Assignment Process**

***OSD***

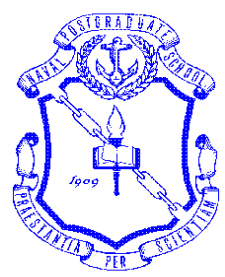
***Navy***

***Navy***



# Role of Thesis Students

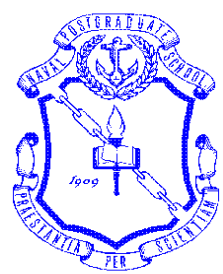
- **Theses refine HR competencies and develop critical MPT skill sets**
- **Provide (Emergent) quick turnaround analyses**
- **Provide valuable assistance to N1 and HQ USMC manpower and personnel analysts**



# **MSA “Thesis Day” at Bupers - 28 Feb 02**

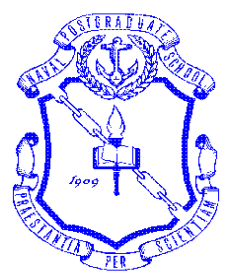
- ✓ **Analysis of Lump Sum SRB Payment System**
- ✓ **Cost-Benefit Analysis of Alternate Officer Commissioning Sources**
- ✓ **Redesign of Navy’s Enlisted Distribution System**
- ✓ **Command and Sailor Preferences in a Two-Sided Matching Distribution System**





# **MSA “Thesis Day” at Bupers – 28 Feb 02**

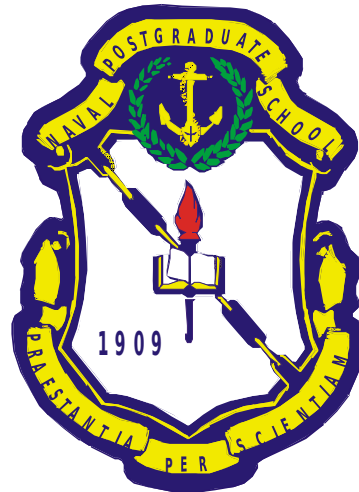
- ✓ **QOL and Reenlistment of Junior Enlisted Marines**
- ✓ **Reengineering USMC Officer Promotion Process**
- ✓ **Core Competencies for TAR Program Officers**

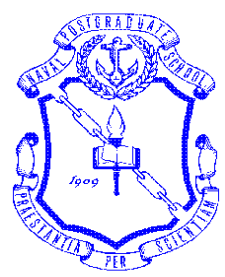


# Thesis Abstracts and Information

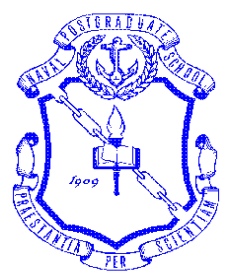


- [www.nps.navy.mil](http://www.nps.navy.mil)





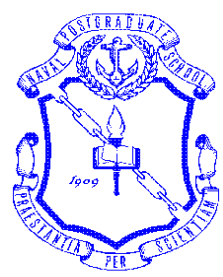
# BACK-UP SLIDES



# Selected Manpower Theses



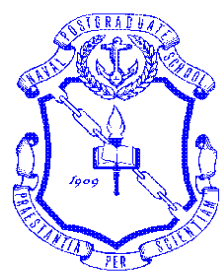
- **“Selection Process for Navy Medical Executive Management Positions,” LCDR Stevenson and LT Roe**
- **“Navy Compensation Models,” LCDR Bellas and LT McNally**
- **“Graduate Education and the Retention of Marine Corps Officers,” MAJ Branigan**
- **“Modeling Recruit Decision-Making Using Intelligent Agents,” LT Short, MAJ Ng, MAJ Soh, LCDR Robards, MAJ Tan, and MAJ Yeong**
- **“Recruiting Generation Y,” MAJ Wilcox**



# Manpower Theses (Cont'd)



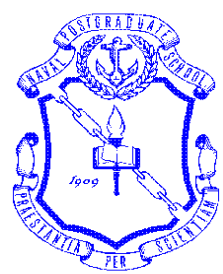
- **“Retention of Junior Naval Special Warfare Officers,” LT Keith Davids**
- **“The Use of Internet Technology in Navy Recruiting: The Online Recruiting Station,” LCDR Nicholas Dodge**
- **“An Analysis of the Attrition Behavior of High School Seniors in the DEP,” CAPT Margery Ogren**
- **“A Review of the Disability Evaluation System and the Temporary Limited Duty Assignment Process,” LCDR Debra Keenan and LCDR Gail Wilkins**
- **“An Activity-Based Costing Analysis of the Navy’s Enlisted Detailing Process,” LT Melissa Martel**



# Manpower Theses (Cont'd)



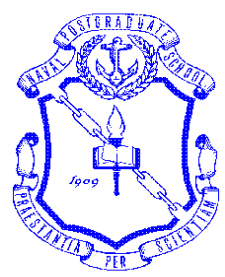
- **“Business Wargaming: Applications for USMC Manpower Policy Decisions,” MAJ Joseph Zimmerman**
- **“A Comparative Study of Recruiter Incentive Programs,” LT Cord Luby**
- **“Econometric Analysis of Navy Enlistment Supply Models at the Recruiting Station Level,” LT Liz Stephens and LCDR Sue Jarosz**
- **“A Statistical Analysis of Marital Status and Nuclear Submarine Officer Retention,” LT Matt Phelps**



# Manpower Theses (Cont'd)



- **“Determinants of Flight Training Performance: An Analysis of the Impact of Undergraduate Performance,” LT Paul Reis**
- **“Analyzing Success of Navy Enlistees with Moral Waivers.” LT Lyle Hall**
- **“An Analysis of the Aviation Career Continuation Pay Proposal Using the Annualized Cost of Leaving (ACOL) Model,” LCDR Henry Mills**
- **“A Statistical Analysis of Retention in the SWO Community,” LT Jonathan Duffy**

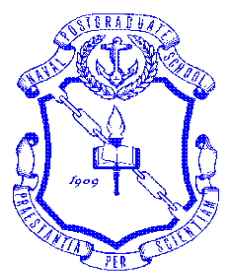


# Manpower Research Faculty



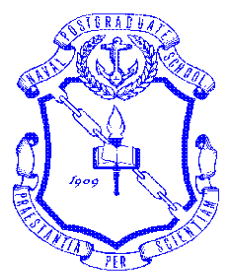
- **Barrios-Choplin, Bob** Research Assistant Professor, PhD, Univ. of Texas. Recruiting, Retention.
- **Buttrey, Samuel** Assistant Professor, PhD, UC Berkeley. DCSPER Chair of Manpower Modeling.
- ★ **Crawford, Alice** Senior Lecturer, MA, San Diego State Univ. Personnel Training, Leadership Development.
- ★ **Dolk, Daniel** Professor, PhD, University of Arizona. Management Information Systems, Decision Support Systems.
- ★ **Eitelberg, Mark** Professor, PhD, New York University. Military Manpower Policy.
- Raymond Franck**, Visiting Professor, Ph.D., Harvard University. Defense Economics.





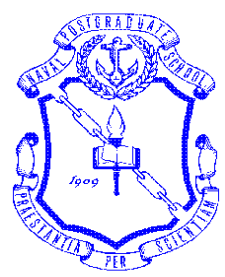
# Manpower Research Faculty (Cont'd)

- **Gates, William** Associate Professor, PhD, Yale University. Intelligent Agent Modeling, Manpower Costing.
- ★ **Gue, Kevin** Assistant Professor, PhD, Georgia Tech. Optimization Models, Recruiting Analysis.
- ★ **Hildebrandt, Gregory** Assoc. Professor, PhD, Princeton Univ. Force Structure and Cost Analysis.
- **Hocevar, Susan** Assistant Professor, PhD, Univ. of Southern Cal. Organizational Analysis, Survey Methods.



# Manpower Research Faculty (Cont'd)

- **Kamel, Magdi** Associate Professor, PhD, Univ. of Pennsylvania  
Management Information Systems.
- **Kang, Keebom** Associate Professor, PhD, Purdue University.  
Manpower Modeling, Recruiting Analysis.
- **Laurence, Janice** Research Associate Professor, PhD, George Mason. Univ. Manpower Policy, Military Psychology.
- ★ **Mehay, Stephen** Professor, PhD, UCLA.  
Manpower Analysis and Modeling.
- ★ **Nissen, Mark** Assistant Professor, PhD, Univ. of Southern Cal.  
Decision Support Systems, Intelligent Agent Modeling.



# Manpower Research Faculty (Cont'd)

- ★ **Roberts, Benjamin** Senior Lecturer, PhD, Penn State Univ.  
Job Design, Executive Education, Personnel Processes.
- ★ **Rosenthal, Richard** Professor, PhD, Georgia Tech.  
Optimization, Manpower Modeling.
- ★ **Simon, Cary** Assistant Professor, DBA, U.S. International Univ.  
Strategic Management, Organizational Analysis.
- **Thomas, Gail** Associate Professor, EdD, Arizona State Univ.  
Management Communications, Diversity Analysis.
- ★ **Thomas, George** Professor/Academic Associate, PhD, Purdue Univ.  
Managing Diversity, Executive Education, Manpower Modeling.
- **Williams, Laura** Research Assistant Professor, PhD, UCLA.  
Optimization, Manpower Modeling.